

## B0090 – New Employee Turnover Rate Metrics Report

Job Aid located at:

[http://www.osc.nc.gov/training/osctd/help/BI\\_Reporting/Job%20Aids/B0090NewEETurnoverRateBIJobAid.pdf](http://www.osc.nc.gov/training/osctd/help/BI_Reporting/Job%20Aids/B0090NewEETurnoverRateBIJobAid.pdf)

**Goal 2: Agencies are effectively recruiting and retaining new employees and targeting retention efforts to reduce turnover of new employees to 25% or less.**

New Employee Retention	New Employee Retention	New Employee Retention
Total turnover of new employees is 25% or less	Total turnover of new employees is 50% or less	Total turnover of new employees is greater than 50%
<b>Methodology:</b> "New" employee defined as 0-5 years (0-60 months) and is based on employee's original hire date with the State, so transfers between agencies are not counted. (Updated quarterly)		
<b>Why It Matters:</b> Recruiting and retaining new employees is particularly important given the large percentage of the state workforce that is nearing retirement. Information on new employee turnover can help the state identify more targeted retention efforts or determine if broader solutions are needed to ensure the state remains competitive with the private sector for attracting new talent.		

\*Filter On

### Variable Entry

Available Variants:



▼

Save

Save As...

Delete

[Show Variable Personalization](#)

General Variables		
Variable ⇅	Current Selection	Description
* Organizational Unit	+20000000(0ORGU 	20000000 State of North Carolina
* Calendar Qtr(s)/Year(s) (Mandato	1/2011 	1/2011

## B0090 – New Employee Turnover Rate Metrics Report

\*Standard Report

Org Unit ⇅	Cal Qtr/Yr	1/2011		
		Separation Rate % for 0 to 2 Yr EEs	Separation Rate % for 2+ to 3 Yr EEs	Separation Rate % for 0 to 3 Yr EEs
▶ 20000000	State of North Carolina	5.2	3.5	4.6

\*Selection Criteria

▼ Columns
▪ Calendar Quarter/Year
▪ Key Figures
▼ Rows
▪ Org Unit

\*Additional Selection Criteria

▼ Free characteristics
▪ Cal Mth/Yr
▪ Personnel Area

You can use Free Characteristics to add additional data to the report.

- 'Columns' shows the field selections that are displayed on the report.
- 'Free Characteristics' shows the additional field selections that can be dragged and dropped in and out of the report.
- This report lets you view the data based on the time period entered

## B0090 – New Employee Turnover Rate Metrics Report

Action Type	Action Type Desc	Action Reason	Action Reason Desc	Separation Categories
ZF	SeparationPayContinuation(NC)	01	Retirement LEO Supplement	Retirement - Voluntary
ZF	SeparationPayContinuation(NC)	02	Reduction-In-Force Severance	Involuntary
ZF	SeparationPayContinuation(NC)	03	RIF Discontinue Service Retire	Retirement - Voluntary
ZF	SeparationPayContinuation(NC)	04	Separation ShortTermDisability	Involuntary
ZG	Separation (NC)	01	Better Employment	Voluntary
ZG	Separation (NC)	02	Personal Reasons	Voluntary
ZG	Separation (NC)	03	Involuntary Separation	Involuntary
ZG	Separation (NC)	04	Did Not Report	Exclude
ZG	Separation (NC)	05	Voluntary Resigned W/O Notice	Voluntary
ZG	Separation (NC)	06	Reduction In Force (RIF)	Involuntary
ZG	Separation (NC)	07	No Reason Given	Voluntary
ZG	Separation (NC)	08	Long Term Disability	Involuntary
ZG	Separation (NC)	09	Retirement	Retirement - Voluntary
ZG	Separation (NC)	10	Retirement Disability	Retirement - Voluntary
ZG	Separation (NC)	11	Contract Ended	Involuntary
ZG	Separation (NC)	12	Time-Limited Appt Term	Involuntary
ZG	Separation (NC)	13	Supplemental Appt Term	Involuntary
ZG	Separation (NC)	14	Appointment Ended	Involuntary
ZG	Separation (NC)	15	Not Re-Elected	Involuntary
ZG	Separation (NC)	16	Dismissed-Gross Inefficiency	Involuntary
ZG	Separation (NC)	17	Dismissed-Conduct	Involuntary
ZG	Separation (NC)	18	Dismissed-Unsat Performance	Involuntary
ZG	Separation (NC)	19	RIF-Prior to career status	Involuntary
ZG	Separation (NC)	20	Prior to achieving Perm status	Involuntary
ZG	Separation (NC)	21	Pay in lieu of notice	Involuntary
ZG	Separation (NC)	22	Death	Voluntary
ZG	Separation (NC)	23	Other	Voluntary
ZG	Separation (NC)	24	Terminate while on FMLA	Voluntary
ZG	Separation (NC)	25	Beacon to Non-Beacon Agency	Voluntary
ZG	Separation (NC)	26	Cancel Sep Pay Continuation	Exclude
ZG	Separation (NC)	27	Removal From Office - AOC Only	Involuntary
ZG	Separation (NC)	29	Unavailable to work	Involuntary
ZG	Separation (NC)	40	115C Dismissal	Involuntary